

CAMPUS CLIMATE SURVEY - ALL STAFF RESULTS 2006-2014

PERCEPTIONS OF CAMPUS CLIMATE - ALL RESPONDENTS Percent = "A Great Deal of Emphasis"	Year					2008 to 2014 change	2012 to 2014 change
	2006	2008	2010	2012	2014		
<b>Number Responding</b>	<b>196</b>	<b>195</b>	<b>256</b>	<b>283</b>	<b>320</b>		
How much emphasis does SMC place on: Developing an inclusive community	Not Asked	28%	45%	51%	48%	+20%	
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	27%	30%	48%	47%	47%	+17%	
How much emphasis does SMC place on: How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	16%	16%	43%	36%	32%	+16%	
How much emphasis does SMC place on: Increasing representation of people of color in the staff	13%	12%	19%	27%	26%	+15%	
How much emphasis does SMC place on: Increasing representation of people of color in the administration	13%	5%	13%	17%	20%	+15%	
How much emphasis does SMC place on: Encouraging collaboration between offices	8%	11%	15%	23%	19%	+8%	
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	16%	15%	19%	22%	22%	+7%	
How much emphasis does SMC place on: How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	30%	34%	45%	43%	39%	+6%	
How much emphasis does SMC place on: Helping students learn how to bring about social change in society	Not Asked	Not Asked	Not Asked	51%	49%		
How much emphasis does SMC place on: Increasing representation of people of color in my department	Not Asked	Not Asked	Not Asked	26%	22%		
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - ALL RESPONDENTS Percent = "Frequently" or "Occasionally"	Year					2008 to 2014 change	2012 to 2014 change
	2006	2008	2010	2012	2014		
How often have you seen or heard insensitive or disparaging comments...directed towards: WOMEN	47%	42%	37%	28%	28%	-14%	
How often have you seen or heard insensitive or disparaging comments...directed towards: PEOPLE OF COLOR	35%	31%	32%	19%	16%	-14%	
How often have you seen or heard insensitive or disparaging comments...directed towards: GAY, LESBIAN, BISEXUAL, OR TRANSGENDER	39%	30%	37%	25%	18%	-12%	-7%
How often have you been harassed, pressured, or discriminated against...because of your: GENDER	16%	19%	15%	8%	8%	-11%	
How often have you been harassed, pressured, or discriminated against...because of your: ETHNICITY	8%	10%	12%	2%	3%	-7%	
How often have you seen or heard insensitive or disparaging comments...directed towards: MEN	22%	18%	22%	14%	12%	-6%	
How often have you been harassed, pressured, or discriminated against...because of your: AGE	14%	15%	12%	9%	9%	-6%	
How often have you been harassed, pressured, or discriminated against...because of your: SEXUAL ORIENTATION	5%	4%	5%	1%	1%	-3%	
How often have you been harassed, pressured, or discriminated against...because of your: POLITICAL VIEWS	15%	10%	10%	8%	8%	-2%	
How often have you seen or heard insensitive or disparaging comments...directed towards: RELIGIOUS	31%	14%	23%	14%	13%	-2%	
How often have you been harassed, pressured, or discriminated against...because of your: LANGUAGE OR ACCENT	1%	3%	5%	2%	2%	-1%	
How often have you been harassed, pressured, or discriminated against...because of your: DISABILITY	3%	2%	4%	2%	1%	-1%	
How often have you been harassed, pressured, or discriminated against...because of your: RELIGION	11%	6%	7%	5%	6%	0%	

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	2006	2008	2010	2012	2014		
How often have you seen or heard insensitive or disparaging comments...directed towards: HAVE A DISABILITY	11%	12%	12%	12%	11%	0%	
How often have you seen or heard insensitive or disparaging comments...directed towards: OLDER	31%	17%	20%	17%	21%	4%	
How often have you seen or heard insensitive or disparaging comments...directed towards: YOUNGER	Not Asked	Not Asked	Not Asked	14%	16%		
JOB SATISFACTION - ALL RESPONDENTS Percent = "Very Satisfied" or "Satisfied"	Year					2008 to 2014 change	2012 to 2014 change
	2006	2008	2010	2012	2014		
How satisfied are you with the college regarding: INTEGRATION OF THE STAFF IN THE LIFE OF THE CAMPUS	Not Asked	39%	46%	56%	57%	+18%	
How satisfied...the college: CAMPUS ADMINISTRATIVE LEADERSHIP	38%	40%	42%	55%	58%	+17%	
How satisfied...your job: ACCESS TO TECHNICAL SUPPORT AND ASSISTANCE	64%	60%	64%	56%	76%	+16%	+20%
How satisfied...the college: EXTENT TO WHICH THE CAMPUS ADMINISTRATION WILLINGLY SHARES IMPORTANT INFORMATION WITH YOU	40%	38%	47%	54%	54%	+15%	
How satisfied...the college: OPPORTUNITIES TO INTERACT WITH FACULTY MEMBERS	Not Asked	53%	46%	60%	63%	+10%	
How satisfied...the college: STAFF COUNCIL REPRESENTATION, LEADERSHIP, AND EVENTS	Not Asked	Not Asked	50%	59%	59%	+8%	
How satisfied...your job: JOB SECURITY	69%	71%	60%	77%	79%	+8%	
How satisfied...the college: OPPORTUNITIES TO INTERACT WITH OTHER STAFF	Not Asked	75%	75%	81%	82%	+7%	
How satisfied...your job: QUALITY OF SUPERVISION YOU RECEIVE	69%	65%	69%	71%	70%	+5%	
How satisfied...your job: RELATIONSHIP WITH YOUR SUPERVISOR	81%	74%	76%	80%	78%	4%	
How satisfied...the college: OPPORTUNITIES TO INTERACT WITH STUDENTS	82%	76%	75%	77%	79%	3%	
How satisfied...the college: INPUT IN DECISIONS THAT AFFECT YOU PERSONALLY	32%	45%	41%	45%	48%	3%	
How satisfied...your job: AUTONOMY AND INDEPENDENCE	85%	85%	79%	84%	87%	2%	
How satisfied...your job: ADVICE/MENTORING YOU HAVE RECEIVED FROM PEOPLE IN YOUR DEPARTMENT	67%	59%	61%	60%	61%	2%	
How satisfied...your job: RECOGNITION FOR MERITORIOUS PERFORMANCE	60%	43%	46%	40%	44%	1%	
How satisfied...your job: OVERALL JOB SATISFACTION	78%	76%	74%	78%	77%	0%	
How satisfied...your job: WORKING CONDITIONS	Not Asked	73%	61%	71%	71%	-2%	

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NEGATIVE CAMPUS DIVERSITY - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year					2008 to 2014 change	2012 to 2014 change
	2006	2008	2010	2012	2014		
It is important to me to have friends who are part of the same ethnic group as my own	22%	22%	21%	16%	16%	-6%	
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	27%	22%	23%	19%	17%	-5%	
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	11%	8%	9%	4%	4%	-3%	
I feel awkward in situations at SMC in which I am the only person of my ethnic group	12%	11%	14%	10%	8%	-3%	
I fear for my physical safety on campus because of my sexual orientation	2%	1%	3%	0%	0%	-1%	
I am treated in an insensitive or inappropriate manner based on my DISABILITY	Not Asked	Not Asked	4%	3%	3%	-1%	
I fear for my physical safety on campus because of my ethnicity or gender	Not Asked	1%	4%	1%	2%	1%	
I am treated in an insensitive or inappropriate manner based on my SEXUAL ORIENTATION	Not Asked	Not Asked	3%	3%	5%	1%	
I am treated in an insensitive or inappropriate manner based on my GENDER	Not Asked	Not Asked	6%	7%	8%	2%	
I am treated in an insensitive or inappropriate manner based on my ETHNICITY	Not Asked	Not Asked	3%	3%	5%	2%	
In order to "fit in" at SMC I often feel I need to change some of my personal characteristics (e.g., language, name, appearance)	13%	12%	14%	13%	17%	+5%	
POSITIVE CAMPUS DIVERSITY - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year					2008 to 2014 change	2012 to 2014 change
	2006	2008	2010	2012	2014		
I value the work that is being done by the Intercultural Center	53%	59%	63%	69%	71%	+12%	
My opinions and inputs are valued at SMC	44%	43%	46%	58%	52%	+9%	-5%
My immediate work environment is free from incidents of sexual harassment	87%	81%	76%	90%	89%	+8%	
Women in my department have equal opportunities as men for recognition and respect	78%	70%	69%	77%	74%	4%	
I feel comfortable talking about my religion on campus	61%	59%	54%	54%	59%	-1%	+5%
I believe more consideration should be given to the needs and interests of disabled people on campus	Not Asked	53%	50%	53%	51%	-2%	
I know how to officially report any racist sexist or otherwise offensive behaviors	81%	86%	81%	84%	84%	-2%	
A diverse student body enhances the educational experiences of all students	95%	94%	84%	89%	87%	-7%	
My department reflects the diversity of the SMC student population.	Not Asked	Not Asked	Not Asked	52%	48%		
I am doing a good job serving the diverse populations of the campus.	Not Asked	Not Asked	Not Asked	83%	82%		
The College should use its resources to help underprepared students succeed.	Not Asked	Not Asked	Not Asked	74%	77%		
My department is doing a good job serving the diverse populations of the campus.	Not Asked	Not Asked	Not Asked	84%	78%		-6%

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THE WORKING ENVIRONMENT - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year					2008 to 2014 change	2012 to 2014 change
	2006	2008	2010	2012	2014		
I am often given feedback about how I am doing my job	52%	46%	53%	64%	64%	+18%	
My actual job duties match my job description	61%	56%	63%	74%	70%	+14%	
My work contributions to my department are appreciated by my supervisor or manager	78%	72%	70%	82%	83%	+11%	
I would recommend SMC as a good place to work	66%	63%	65%	76%	72%	+8%	
Supervisor shows appreciation for good job	Not Asked	Not Asked	68%	76%	76%	+8%	
I receive enough information in order to perform my job	77%	68%	68%	76%	76%	+8%	
Initiative is usually appreciated	Not Asked	67%	64%	76%	75%	+8%	
I feel that my work is recognized.	Not Asked	Not Asked	Not Asked	66%	74%		+8%
Supervisor gives honest feedback	Not Asked	Not Asked	66%	72%	73%	+7%	
Staff morale is good in my department	47%	52%	51%	53%	58%	+6%	
There are sufficient opportunities within SMC for career advancement	51%	25%	26%	29%	30%	+5%	
My department is free of incidents of verbal abuse	72%	74%	72%	77%	78%	4%	
I feel that my work is appreciated.	Not Asked	Not Asked	74%	72%	78%	4%	+6%
My supervisor treats me with respect and dignity	Not Asked	Not Asked	81%	84%	83%	2%	
I have a clear understanding of my performance evaluation	Not Asked	Not Asked	59%	62%	60%	0%	
There are opportunities for me to develop my skills and capabilities in the department	Not Asked	67%	64%	68%	67%	0%	
I am supported when seeking information about career development	Not Asked	51%	50%	52%	50%	-1%	
My performance is evaluated fairly	Not Asked	69%	68%	67%	67%	-2%	
I often feel it is necessary to work late or through lunch to get my work done [Reverse direction]	61%	59%	66%	60%	63%	3%	
I see my work as an integral part of the overall mission of educating students at SMC	88%	92%	79%	88%	88%	-4%	
Poor performance is not usually tolerated	Not Asked	Not Asked	44%	46%	41%	-4%	
There is favoritism in my department [Reverse direction]	Not Asked	25%	27%	27%	30%	+5%	
My supervisor understands what it takes for me to do my job	69%	74%	66%	72%	69%	-6%	
I am able to attend campus events or activities during working hours	84%	80%	76%	74%	73%	-7%	
I am being treated with respect	Not Asked	Not Asked	86%	81%	78%	-8%	
SURVEY RESPONSES AND IMPACT ON SMC CLIMATE Percent = "Agree" or "Strongly Agree"	Year					2008 to 2014 change	2012 to 2014 change
	2006	2008	2010	2012	2014		
I believe my responses on this survey will have an impact on the SMC campus climate.	34%	40%	42%	46%	41%	1%	-5%